Managers Forum: A Reflection on Leadership & Leading Innovation through Organizational Transitions
About the Alliance

Inspiring Innovation to Advance Communities

- Convene and Engage Networks of Thought Leaders
- Identify and Distribute Leading and Emerging Practices and Trends Important to Local Government
- Provide Training to help Organizations Build and Sustain a Culture of Innovation
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All Attendees are Muted, but we do want your participation!

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Introducing Today’s Presenters

(Panelist) Tansy Hayward – Assistant City Manager, City of Raleigh, North Carolina

(Moderator) Jerry Newfarmer – President & CEO, Management Partners
Career To Date

What Transitions Have Looked Like For Me

• 8 positions in 4 cities and 4 states
• Progression reflected organization changes, advancement and family alignment
• Last 2 organizations with “mandates for change”
Experiencing Leadership Change...

Shared experience of past accomplishments is lost, the baseline is reset
Living A Transition or Leading A Transition

Are they the same or different?

Living a transition
- Address ownership
- Benefit from “New eyes”
- Recognize new start line
- Tap the sense of urgency

Leading a transition
- Recognize fear and mourning
- Acknowledge past efforts
- Build common language
- Align capacity
Change drivers or constraints that take particular strategy and skills

Organizational culture
Change drivers or constraints that take particular strategy and skills

Political mandate for change
Change drivers or constraints that take particular strategy and skills

Financial constraints
Change drivers or constraints that take particular strategy and skills

Organized labor
Home rule/ Dillon Rule Constraints – “The BIG Idea”

“What should guide local government as it treads upon disputed social territory?”
Q&A

(Panelist) Tansy Hayward – Assistant City Manager, City of Raleigh, North Carolina

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Webinar Resources
To Receive Copies, Contact rspillers@transformgov.org
Save the Date!

Upcoming learning events:
http://transformgov.org/en/calendar

- **Workshops**
  - Workforce of the Future Workshops in Minden, NV (9/26)
  - AZ Innovation Lab: Civic Trust & Engagement in Glendale, AZ (9/28)

- **Virtual Workshop**
  - The ART and SCIENCE of Measuring Performance in Local Government: Telling Your Story with Words and Numbers on 9/21

- **Webinars**
  - A Practical Approach to Smart Cities on 9/19
  - Enhancing Public Entrepreneurship on 9/28
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Thank you for joining!